

**REQUIRED SUPPLEMENTARY STEWARDSHIP  
INFORMATION**



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**For the Year Ended September 30, 1998**

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**STEWARDSHIP INVESTMENTS IN HUMAN CAPITAL**

Stewardship investments are made by DOL for the benefit of the nation. For accounting purposes, these investments are expensed as incurred, and reflected in the net cost of DOL's operations. However, stewardship investments provide long term benefits which cannot be measured in traditional financial reports.

DOL's stewardship investments are in human capital, reported as expenses in the net cost of DOL's employment and training programs. These investments are intended to maintain or increase national economic productive capacity, as demonstrated by program outputs and outcomes. Within DOL, the Employment and Training Administration and the Veterans' Employment and Training Service administer programs which invest in human capital, as discussed below:

**Employment and Training Administration**

The U.S. Department of Labor, Employment and Training Administration's (ETA) Federal investment in human capital comprises expenses incurred for education and training programs enacted under the Job Training Partnership Act, as amended (JTPA) and the Trade Act of 1974, as amended (Trade Act). This investment is made for the general public and the expenses incurred are intended to increase or maintain national economic productive capacity. For the fiscal year ended September 30, 1998, the ETA incurred expenses in nominal dollars totaling \$5,127,269,133, excluding the cost of internal Federal education and training.

A brief description of the programs is as follows:

**Job Training Partnership Act**

- **Adult Employment and Training** - Grants to provide financial assistance to States and U.S. territories to design and operate training programs for low income adults.
- **Dislocated Worker Employment and Training** - Grants to provide re-employment services and retraining assistance to individuals dislocated from their employment.
- **Youth Training** - Grants to provide financial assistance to States and U.S. territories to design and operate training programs for economically disadvantaged youth.
- **Summer Youth Employment and Training** - Grants to operate programs of employment and opportunities, as well as academic enrichment for economically disadvantaged youth during the summer months.
- **School-To-Work Opportunities** - Grants to States and localities, jointly administered by the DOL and U.S. Department of Education to build systems that provide youth with the knowledge and skills necessary to make an effective transition from school to careers through work-based learning, school-based education, and connecting activities.
- **Native Americans** - Grants to Indian tribes and other Native American groups to provide training, work experience, and other employment-related services to Native Americans.

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- **Migrant and seasonal farm workers** - Grants to public agencies and nonprofit groups to provide training and other employability development services to economically disadvantaged families whose principal livelihood is gained in migratory and other forms of seasonal farm work.
- **Veterans Employment** - Grants or contracts to provide disabled, Vietnam era, and recently separated veterans with programs to meet their unique employment and training needs.
- **National Activities** - Provides program support for JTPA activities and nationally administered programs for segments of the population that have special disadvantages in the labor market.

**Trade Act of 1974**

- **Trade Adjustment Assistance** - Adjustment assistance, including cash weekly benefits, training, job search, and relocation allowances, is paid to workers as authorized by the Trade Act of 1974, as amended.
- **North American Free Trade Agreement (NAFTA)** - Transition adjustment assistance, including weekly cash benefits, training, job search, and relocation allowances, is paid to workers determined to be adversely affected as a result of the NAFTA as authorized by the Trade Act of 1974, as amended.

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**Veterans' Employment and Training Service**

The mission of Veterans' Employment and Training Service (VETS) is to help veterans, Reservists, and National Guard members secure employment and the rights and benefits associated with those programs. Services provided are consistent with the changing needs of employers and the eligible veterans' population, with priority given to disabled veterans and other veterans with significant disadvantages in the labor market.

VETS can be broken down into two main areas, Employment Services and Transition and Reemployment Services. Brief descriptions follow:

**Employment Services**

**Disabled Veterans Outreach Program Specialist**

The Disabled Veterans' Outreach Program (DVOP) was first established by Executive Order in 1977. It was later authorized by the Veterans' Rehabilitation and Education Amendments of 1980 Public Law (P.L.) 96-466 and is codified at Section 4103A of Title 38, United States Code. DVOP grants are made to State Employment Security Agencies (SESAs) according to the distribution formula prescribed by law and administrative regulations. DVOP staff provided counseling, assessment and lifelong learning skills for veterans and or referral to training.

**Local Veterans' Employment Representative**

The Local Veterans' Employment Representative (LVER) program was first authorized under the original "GI Bill," the Servicemen's Readjustment Act of 1944; P.L. 78-346. As amended by P.L. 100-323 and more recently by P.L. 102-16, it is codified at Section 4104 of Title 38, United States Code. The program provides grants to SESAs for the appointment of LVER staff positions identified in Job Service local offices to enhance the services provided to veterans through oversight, technical support, and direct provision of services. LVER staff helped veterans into productive employment through lifelong learning services and provided direct assistance to individuals seeking their help.

**Transition and Reemployment Services**

**Transition Assistance Program**

In November 1990, with the enactment of Public Law 101-510, the Transition Assistance Program (TAP) was authorized as a permanent program under Title 10, United States Code, Chapter 58, Section 1144. TAP operates as a partnership between the Departments of Labor, Defense, and Veterans Affairs. This partnership also exists at the local level, where memoranda of understanding spell out the responsibilities of SESAs, military installations, VETS staff and VA facilities. The program provides separating service members, their spouses or individuals retiring from military service with career counseling and training on becoming productive members of society through employment.

**Uniformed Services Employment and Reemployment Rights**

The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA or the Act) was signed into law on October 13, 1994. This Act is codified at Title 38, Chapter 43, United States Code. USERRA is a complete revision of the predecessor Veterans' Reemployment Rights law. USERRA continues to protect civilian job rights and benefits for veterans, members of the National Guard and Reserves. The VETS intervention educates both employee and employer so they better understand the rights of the individuals and promotes a more productive relationship

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between employer and employee.

The full cost of VETS major programs is presented below. Full costs include all direct program costs and those indirect costs which can reasonably assigned or allocated to the program.

<u>(Dollars in Thousands)</u>	<u>1998</u>
<b>Program Expenses</b>	
<b>Counseling and Employment Services</b>	
Disabled Veterans Outreach Program	\$ 80,041
Local Veterans' Employment Representative	77,079
<b>Transition and Reemployment Services</b>	<u>22,700</u>
	<u>\$ 179,820</u>

A summary of program outputs is presented below.

<b>Program Outputs</b>	<u>1998</u>
<b>Disabled Veterans Outreach Program</b>	
Participants employed	147,000
Participants assisted	723,000
<b>Local Veterans' Employment Representative</b>	
Participants employed	148,000
Participants assisted	700,000
<b>Transition and Reemployment Services</b>	
Participants served	130,230
Workshops	3,247
<b>Uniformed Services Employment and Reemployment</b>	
Briefings, presentations and technical assistance	6,311

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**DEFERRED MAINTENANCE**

The U.S. Department of Labor, Employment and Training Administration (ETA) maintains ninety-seven (97) Job Corps centers located throughout the United States. Funding constraints may limit the extent of maintenance undertaken during each fiscal year. Consequently, maintenance projects are not always performed as scheduled and, therefore, must be deferred to a future period.

Information on deferred maintenance is based on condition assessment surveys that are conducted every three years at each Job Corps center to determine the current condition of facilities and the estimated cost to correct deficiencies. The surveys are based on methods and standards that are applied on a consistent basis, including:

- condition descriptions of facilities,
- recommended maintenance schedules,
- estimated costs for maintenance actions, and
- standardized condition codes.

These surveys evaluate the facilities at each Job Corps center to identify:

- rehabilitation projects that are required to provide for health and safety, or upgrade to an acceptable state of repair,
- present utilization,
- health and safety programs,
- barrier-free access,
- maintenance, operations, and security programs,
- energy usage,
- natural hazards, and
- conformance to U.S. Environmental Protection Agency and applicable air and water quality standards.

The estimated cost of deferred maintenance at September 30, 1998 is summarized as follows:

<u>(Dollars in Thousands)</u>	<u>Buildings</u>	<u>Leasehold Improvements</u>	<u>Total</u>
Site Utilities	\$ 20,329	\$ 11,638	\$ 31,967
Structural and mechanical	38,534	18,521	57,055
New construction and space utilization	16,953	9,899	26,852
Other	<u>342</u>	<u>109</u>	<u>451</u>
	<u>\$ 76,158</u>	<u>\$ 40,167</u>	<u>\$ 116,325</u>